

DIRECT LABOR RATE RANGES, INDIRECT EXPENSE RATES

AND

FIXED HOURLY PROFIT

This Exhibit sets forth the guidelines for establishing the hourly direct labor rates for Contractor personnel selected for a JPL work assignment. This Exhibit also sets forth the percentage by which the direct labor rate may be compounded to establish the hourly burdened rate for a particular direct-charge Contractor person and the fixed dollar per hour profit for each direct-charge Contractor person. The sum of the direct labor rate, the dollar amount yielded by applying the percentage increase for all indirect expenses against the direct labor rate for the individual, and the fixed dollar per hour profit shall be the fixed hourly billing rate for a selected direct-charge Contractor person.

This Exhibit is divided into two major sections. Section 1.0 applies to various labor levels of Contractor personnel. Section 2.0 applies to various labor classifications of Contractor personnel subject to the Service Contract Act (SCA).

1.0 LABOR LEVELS OF CONTRACTOR PERSONNEL

- 1.1 The following represents minimum guidelines that shall be used for placement and promotion:

<u>Labor Classification</u>	<u>Level</u>	<u>Education and/or Minimum Required Years of Labor Directly Applicable Experience</u>
"CA" Contractor Administrative	CA-1	Associate in Arts + 0, or no degree + two.
	CA-2	Bachelor's + 0, or Associate in Arts + two, or no degree + four.
	CA-3	Bachelor's + two, or Associate in Arts + four, or no degree + six.
	CA-4	Master's + two, or Bachelor's + four, or Associate in Arts + six, or no degree + eight.

<u>Labor Classification</u>	<u>Level</u>	<u>Education and/or Minimum Required Years of Directly Applicable Experience</u>
"CP" Contractor Professional or other Technical (Engineer, Scientist Disciplines)	CP-1	Bachelor's + 0, or no degree + two.
	CP-2	Master's + 0, or Bachelor's + two, or no degree + four.
	CP-3	Master's + two, or Bachelor's + four, or no degree + six.
	CP-4	Doctorate + 0, or Master's + four, or Bachelor's + six, or no degree + eight.
	CP-5	Doctorate + two, or Master's + six, or Bachelor's + eight, or no degree + ten.
	CP-6	Doctorate + four, or Master's + eight, or Bachelor's + ten, or no degree + twelve
	CP-7	Doctorate + six, or Master's + ten, or Bachelor's + twelve
	CP-8	Doctorate + eight, or Master's + twelve, or Bachelor's + fourteen.
	CP-9	Doctorate + ten, or Master's + fourteen or Bachelor's + sixteen.
	CP-10	Senior Oracle Professionals Only (If the Direct Labor Rate exceeds all other classifications in this Contract)

NOTE TO PROPOSERS: *THESE RATE RANGES REFLECT THE RATES THAT JPL IS CURRENTLY EXPERIENCING FOR CONTRACTOR SUPPORT EFFORT PERSONNEL. THESE RATES DO NOT INCLUDE A DOLLAR AMOUNT FOR HEALTH AND WELFARE BENEFITS AS REQUIRED BY THE SERVICE CONTRACT ACT (SEE EXHIBIT NO. 15) OR OTHER EMPLOYEE BENEFITS (E.G., PAID LEAVE).*

- 1.2 The following direct labor rate ranges, indirect expense rate and fixed hourly profit apply from the date of this contract and shall continue for **sixty (60) months** from that date:

RATE RANGES FOR PERSONNEL WORKING AT JPL - JPL ON-SITE

<u>LEVEL</u>	<u>DIRECT LABOR RATE RANGE</u>	<u>INDIRECT EXPENSE RATE (%)</u>	<u>FIXED HOURLY PROFIT (\$)</u>
CA-1	\$11.50 - \$19.69	To be Negotiated (TBN)	TBN
CA-2	\$13.65 - \$22.79	TBN	TBN
CA-3	\$14.54 - \$25.57	TBN	TBN
CA-4	\$16.33 - \$27.46	TBN	TBN
CP-1	\$13.65 - \$22.79	TBN	TBN
CP-2	\$14.54 - \$25.57	TBN	TBN
CP-3	\$18.43 - \$31.45	TBN	TBN
CP-4	\$21.37 - \$37.85	TBN	TBN
CP-5	\$24.99 - \$44.63	TBN	TBN
CP-6	\$29.51 - \$49.88	TBN	TBN
CP-7	\$36.38 - \$58.01	TBN	TBN
CP-8	\$40.95 - \$65.63	TBN	TBN
CP-9	\$43.05 - \$66.57	TBN	TBN
CP-10	\$65.00 - \$110.00	TBN	TBN

- 1.3 The following direct labor rate ranges, indirect expense rate and fixed hourly profit apply from the date of this contract and shall continue for **sixty (60) months** from that date:

**RATE RANGES FOR PERSONNEL WORKING AT CONTRACTOR
CONTROLLED FACILITIES - CONTRACTOR ON-SITE**

<u>LEVEL</u>	<u>DIRECT LABOR RATE RANGE</u>	<u>INDIRECT EXPENSE RATE (%)</u>	<u>FIXED HOURLY PROFIT (\$)</u>
CA-1	\$11.50 - \$19.69	To be Negotiated (TBN)	TBN
CA-2	\$13.65 - \$22.79	TBN	TBN
CA-3	\$14.54 - \$25.57	TBN	TBN
CA-4	\$16.33 - \$27.46	TBN	TBN
CP-1	\$13.65 - \$22.79	TBN	TBN
CP-2	\$14.54 - \$25.57	TBN	TBN
CP-3	\$18.43 - \$31.45	TBN	TBN
CP-4	\$21.37 - \$37.85	TBN	TBN
CP-5	\$24.99 - \$44.63	TBN	TBN
CP-6	\$29.51 - \$49.88	TBN	TBN
CP-7	\$36.38 - \$58.01	TBN	TBN
CP-8	\$40.95 - \$65.63	TBN	TBN
CP-9	\$43.05 - \$66.57	TBN	TBN
CP-10	\$65.00 - \$110.00	TBN	TBN

2.0 LABOR CLASSIFICATIONS OF CONTRACTOR PERSONNEL SUBJECT TO THE SERVICE CONTRACT ACT

- 2.1 The following labor classifications represent a cross section of labor classifications anticipated for utilization by JPL during the performance of this Contract along with the corresponding direct labor rate range, fixed indirect expense rate and fixed hourly profit.
- 2.2 Any labor classification required by JPL but not shown below will be conformed to the most appropriate labor classification shown below:
- 2.3 The following direct labor rate ranges, indirect expense rate and fixed hourly profit apply from the date of this Contract and shall continue for sixty (60) months from that date:

NOTE TO PROPOSERS: THESE RATE RANGES REFLECT THE RATES THAT JPL IS CURRENTLY EXPERIENCING FOR CONTRACTOR SUPPORT EFFORT PERSONNEL. THESE RATES DO NOT INCLUDE A DOLLAR AMOUNT FOR HEALTH AND WELFARE BENEFITS AS REQUIRED BY THE SERVICE CONTRACT ACT (SEE EXHIBIT NO. 16) OR OTHER EMPLOYEE BENEFITS (E.G., PAID LEAVE).

RATE RANGES FOR PERSONNEL WORKING AT JPL - JPL ON-SITE

LABOR CLASSIFICATION:	SCA CODE:	DIRECT RATE (Min.)	LABOR RANGE (Max.)	INDIRECT EXPENSE RATE	FIXED HOURLY PROFIT (\$)
Audio-Visual Librarian	13002	\$17.01	\$25.52	TBN	TBN
Computer Data Librarian	03010	\$11.37	\$17.06	TBN	TBN
Computer Operator I	03041	\$11.37	\$17.06	TBN	TBN
Computer Operator II	03042	\$12.46	\$18.69	TBN	TBN
Computer Operator III	03043	\$15.07	\$22.61	TBN	TBN
Computer Operator IV	03044	\$17.79	\$26.69	TBN	TBN
Computer Operator V	03045	\$18.94	\$28.41	TBN	TBN
Computer Programmer I	03071	\$14.35	\$21.53	TBN	TBN
Computer Programmer II	03072	\$16.86	\$25.29	TBN	TBN
Computer Programmer III	03073	\$21.13	\$31.70	TBN	TBN
Computer Programmer IV	03074	\$24.83	\$37.25	TBN	TBN
Computer Systems Analyst I	03101	\$20.50	\$30.75	TBN	TBN
Computer Systems Analyst II	03102	\$24.94	\$37.41	TBN	TBN
Computer Systems Analyst III	03103	\$28.34	\$42.51	TBN	TBN
Document Preparation Clerk	01060	\$11.73	\$17.60	TBN	TBN
Drafter I	29061	\$13.05	\$19.58	TBN	TBN
Duplicating Machine Operator	01090	\$11.73	\$17.60	TBN	TBN
Electronics Technician, Maintenance I	23181	\$14.12	\$21.18	TBN	TBN
Electronics Technician,	23182	\$18.38	\$27.57	TBN	TBN

Maintenance II					
Electronics Technician, Maintenance III	23183	\$21.43	\$32.15	TBN	TBN
Engineering Technician I	29081	\$12.19	\$18.29	TBN	TBN
Engineering Technician II	29082	\$13.69	\$20.54	TBN	TBN
Engineering Technician III	29083	\$16.08	\$24.12	TBN	TBN
Engineering Technician IV	29084	\$19.94	\$29.91	TBN	TBN
Engineering Technician V	29085	\$22.44	\$40.74	TBN	TBN
Engineering Technician VI	29086	\$27.16	\$26.69	TBN	TBN
Film/Tape Librarian	01110	\$11.73	\$17.60	TBN	TBN
Forklift Operator	21071	\$12.51	\$18.77	TBN	TBN
General Maintenance Worker	23370	\$17.18	\$25.77	TBN	TBN
Housekeeping Aide I	11121	\$ 6.55	\$ 9.83	TBN	TBN
Illustrator I	13041	\$17.72	\$26.58	TBN	TBN
Inspector	99240	\$16.08	\$24.12	TBN	TBN
Janitor	11150	\$ 7.33	\$11.00	TBN	TBN
Laborer	23470	\$ 7.33	\$11.00	TBN	TBN
Laborer, Grounds Maintenance	11210	\$ 8.12	\$12.18	TBN	TBN
Library Technician	13050	\$14.16	\$21.24	TBN	TBN
Machine-Tool Operator (Tool Rm)	19010	\$17.89	\$26.84	TBN	TBN
Peripheral Equipment Operator	03160	\$12.75	\$19.13	TBN	TBN
Sheet Metal Worker, Maintenance	23890	\$18.63	\$27.95	TBN	TBN
Technical Writer	29480	\$19.45	\$29.18	TBN	TBN
Truckdriver, Light Truck	31361	\$ 8.83	\$13.25	TBN	TBN
Truckdriver, Medium Truck	31362	\$14.89	\$22.34	TBN	TBN
Truckdriver, Heavy Truck	31363	\$15.91	\$23.87	TBN	TBN
Truckdriver, Heavy Truck, Sr.	31363	\$19.89	\$28.64	TBN	TBN
Warehouse Specialist	21400	\$13.74	\$20.61	TBN	TBN
Welder, Combination, Maintenance	23960	\$18.63	\$27.95	TBN	TBN

**RATE RANGES FOR PERSONNEL WORKING AT CONTRACTOR-CONTROLLED FACILITIES -
CONTRACTOR ON-SITE**

LABOR CLASSIFICATION:	SCA CODE:	DIRECT RATE (Min.)	LABOR RANGE (Max.)	INDIRECT EXPENSE RATE	FIXED HOURLY PROFIT (\$)
Audio-Visual Librarian	13002	\$17.01	\$25.52	TBN	TBN
Computer Data Librarian	03010	\$11.37	\$17.06	TBN	TBN
Computer Operator I	03041	\$11.37	\$17.06	TBN	TBN
Computer Operator II	03042	\$12.46	\$18.69	TBN	TBN
Computer Operator III	03043	\$15.07	\$22.61	TBN	TBN
Computer Operator IV	03044	\$17.79	\$26.69	TBN	TBN
Computer Operator V	03045	\$18.94	\$28.41	TBN	TBN
Computer Programmer I	03071	\$14.35	\$21.53	TBN	TBN
Computer Programmer II	03072	\$16.86	\$25.29	TBN	TBN

Computer Programmer III	03073	\$21.13	\$31.70	TBN	TBN
Computer Programmer IV	03074	\$24.83	\$37.25	TBN	TBN
Computer Systems Analyst I	03101	\$20.50	\$30.75	TBN	TBN
Computer Systems Analyst II	03102	\$24.94	\$37.41	TBN	TBN
Computer Systems Analyst III	03103	\$28.34	\$42.51	TBN	TBN
Document Preparation Clerk	01060	\$11.73	\$17.60	TBN	TBN
Drafter I	29061	\$13.05	\$19.58	TBN	TBN
Electronics Technician, Maintenance I	23181	\$14.12	\$21.18	TBN	TBN
Electronics Technician, Maintenance II	23182	\$18.38	\$27.57	TBN	TBN
Electronics Technician, Maintenance III	23183	\$21.43	\$32.15	TBN	TBN
Engineering Technician I	29081	\$12.19	\$18.29	TBN	TBN
Engineering Technician II	29082	\$13.69	\$20.54	TBN	TBN
Engineering Technician III	29083	\$16.08	\$24.12	TBN	TBN
Engineering Technician IV	29084	\$19.94	\$29.91	TBN	TBN
Engineering Technician V	29085	\$22.44	\$40.74	TBN	TBN
Engineering Technician VI	29086	\$27.16	\$26.69	TBN	TBN
Film/Tape Librarian	01110	\$11.73	\$17.60	TBN	TBN
Forklift Operator	21071	\$12.51	\$18.77	TBN	TBN
General Maintenance Worker	23370	\$17.18	\$25.77	TBN	TBN
Illustrator I	13041	\$17.72	\$26.58	TBN	TBN
Inspector	99240	\$16.08	\$24.12	TBN	TBN
Laborer	23470	\$ 7.33	\$11.00	TBN	TBN
Library Technician	13050	\$14.16	\$21.24	TBN	TBN
Machine-Tool Operator (Tool Rm)	19010	\$17.89	\$26.84	TBN	TBN
Peripheral Equipment Operator	03160	\$12.75	\$19.13	TBN	TBN
Sheet Metal Worker, Maintenance	23890	\$18.63	\$27.95	TBN	TBN
Technical Writer	29480	\$19.45	\$29.18	TBN	TBN
Truckdriver, Light Truck	31361	\$ 8.83	\$13.25	TBN	TBN
Truckdriver, Medium Truck	31362	\$14.89	\$22.34	TBN	TBN
Truckdriver, Heavy Truck	31363	\$15.91	\$23.87	TBN	TBN
Truckdriver, Heavy Truck, Senior	31363	\$19.89	\$28.64	TBN	TBN
Warehouse Specialist	21400	\$13.74	\$20.61	TBN	TBN